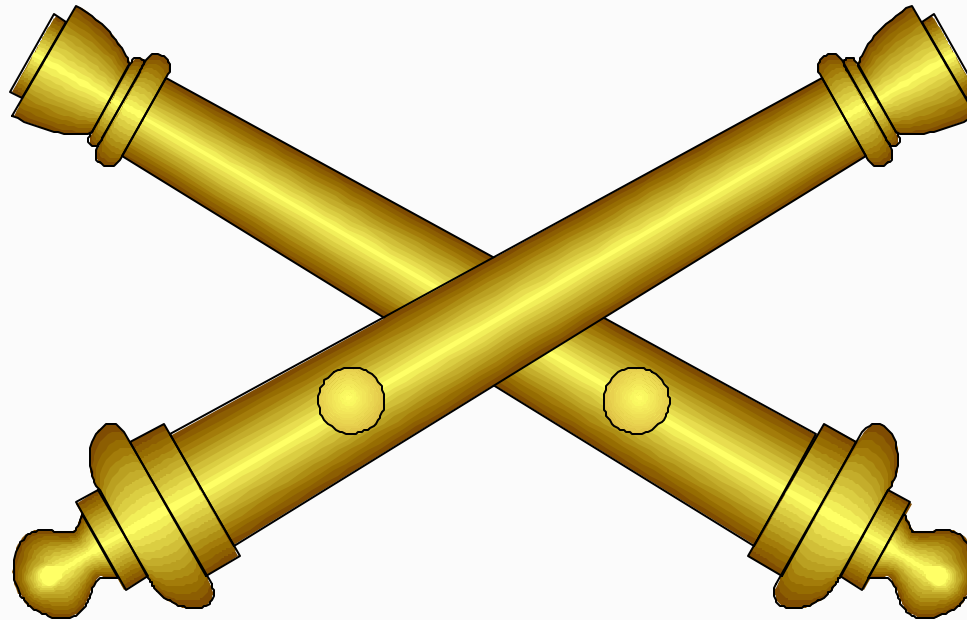
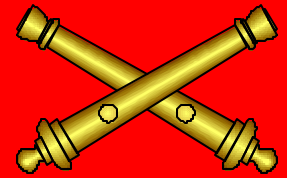
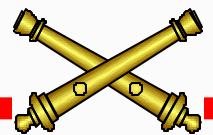




HRC, EPMD FIELD ARTILLERY BRANCH

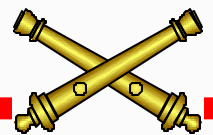
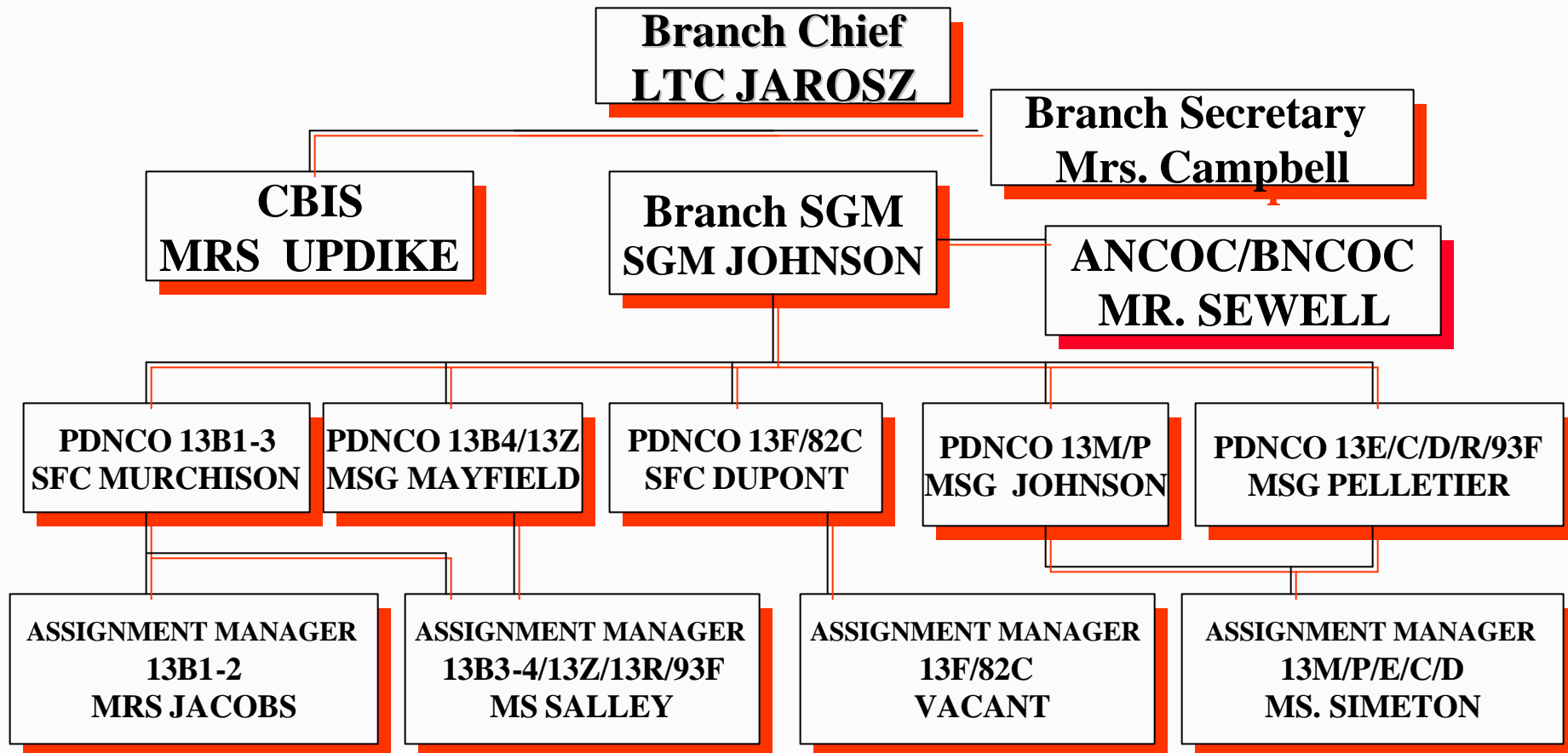
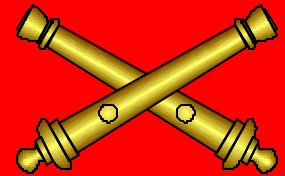


LTC DENNIS JAROSZ
FA ENLISTED BRANCH CHIEF



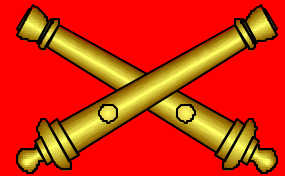


FA Branch Organization



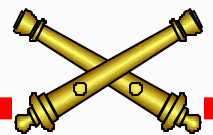


MISSION



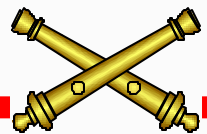
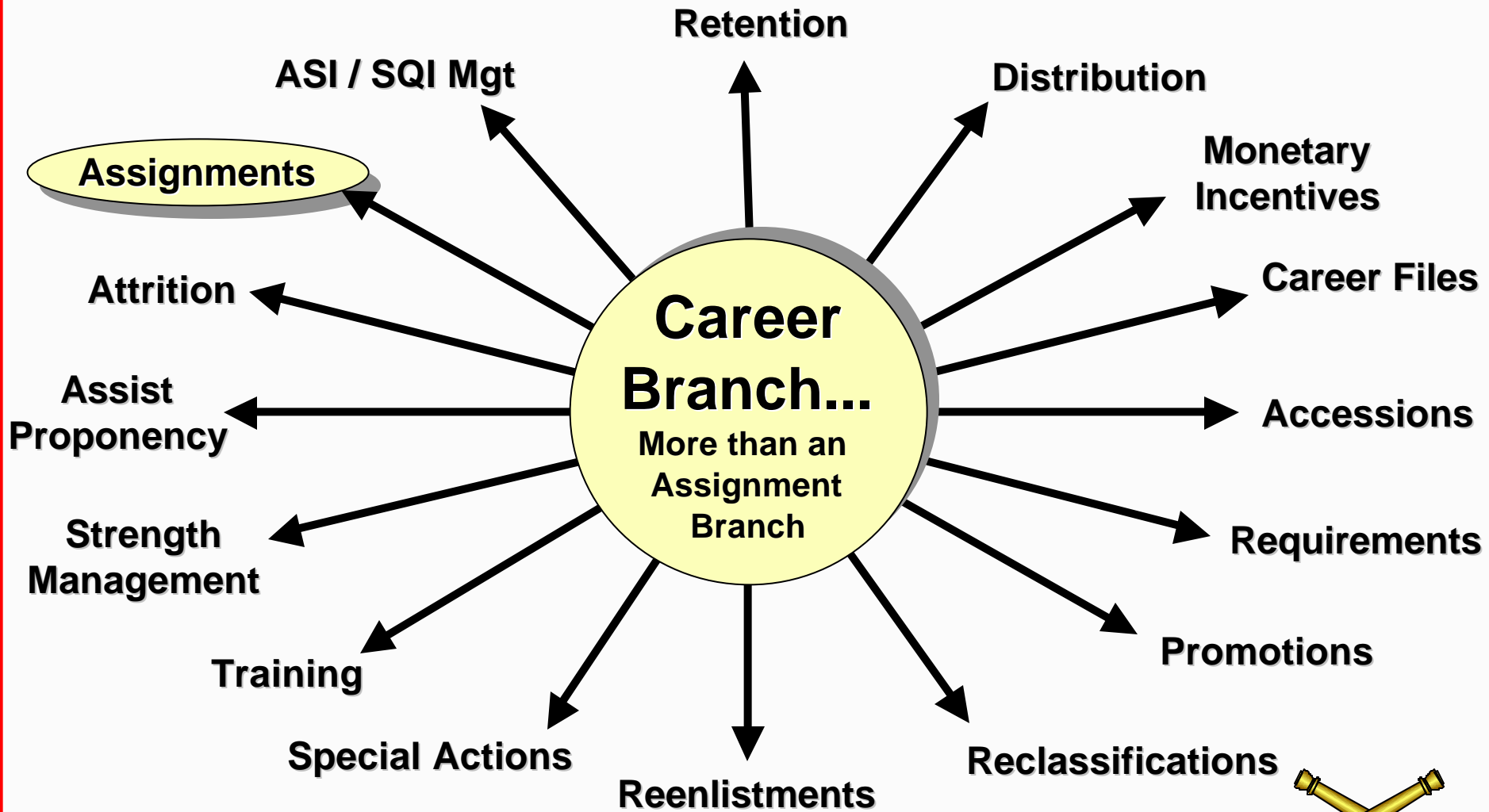
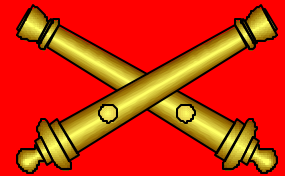
- **Distributing** Soldiers Worldwide
- **Developing** Soldiers
 - Personal desires
 - Professional needs
- **Retaining** Quality Soldiers and **Maintaining** Proper Strength Levels
- **Supporting** the Army's Personnel Life Cycle Functions

FOCUS: Army Readiness
Soldier Development



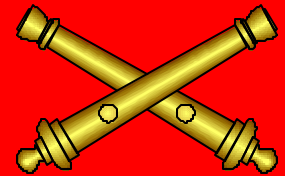


Total MOS Management

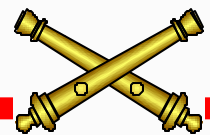




Assignment Objectives

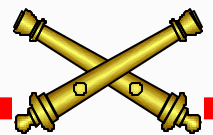
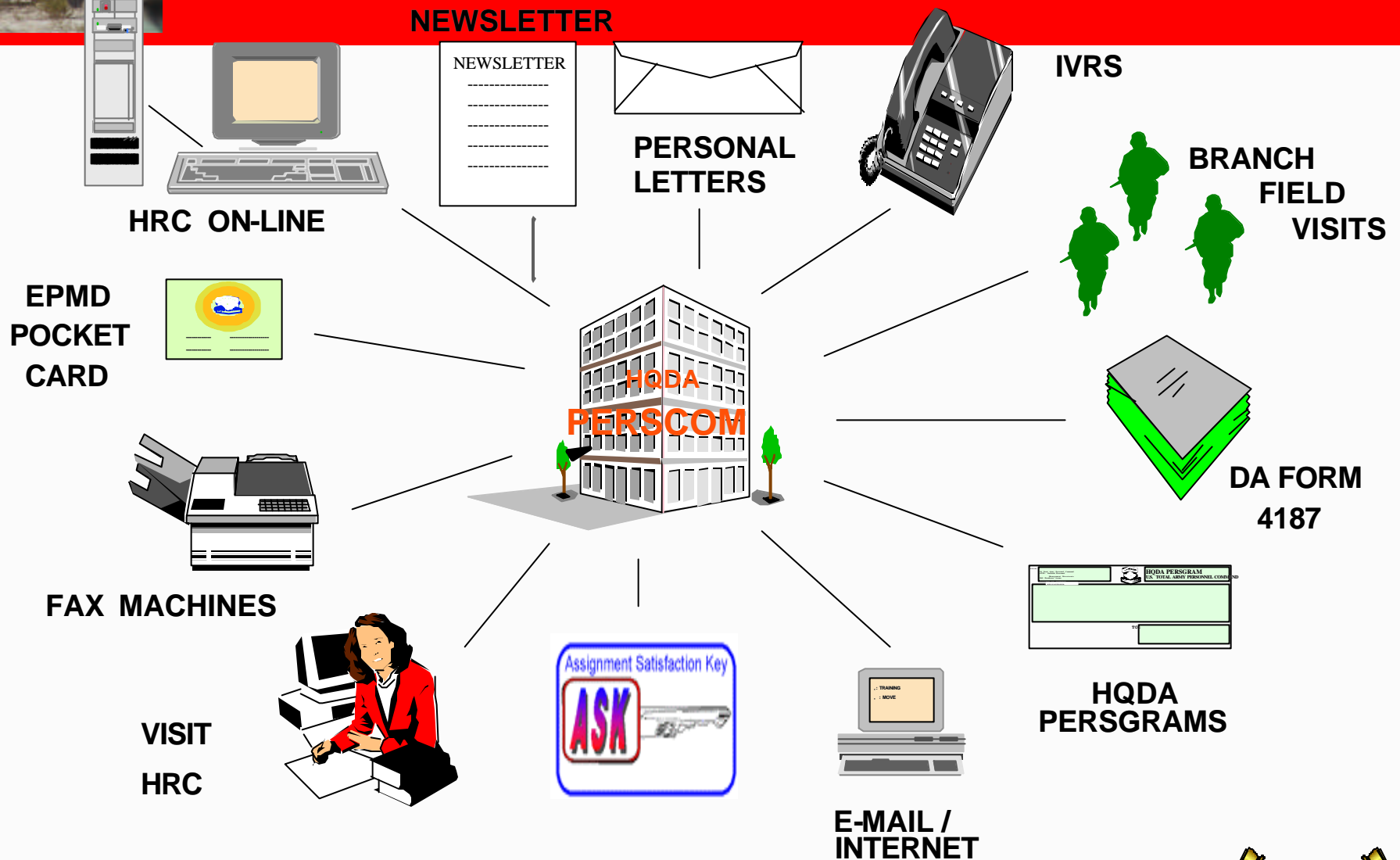
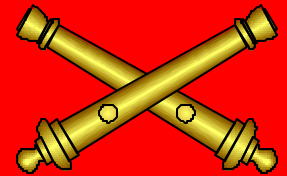


- Maintain proper distribution
- Ensure equity in the assignment process by considering
 - Professional development
 - Preferences
 - Time on Station (TOS)
 - Date Returned from Overseas (DROS)
 - Strength of PMOS at losing installation
- Professional development of the NCO Corps





Communication is Key



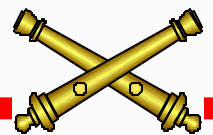
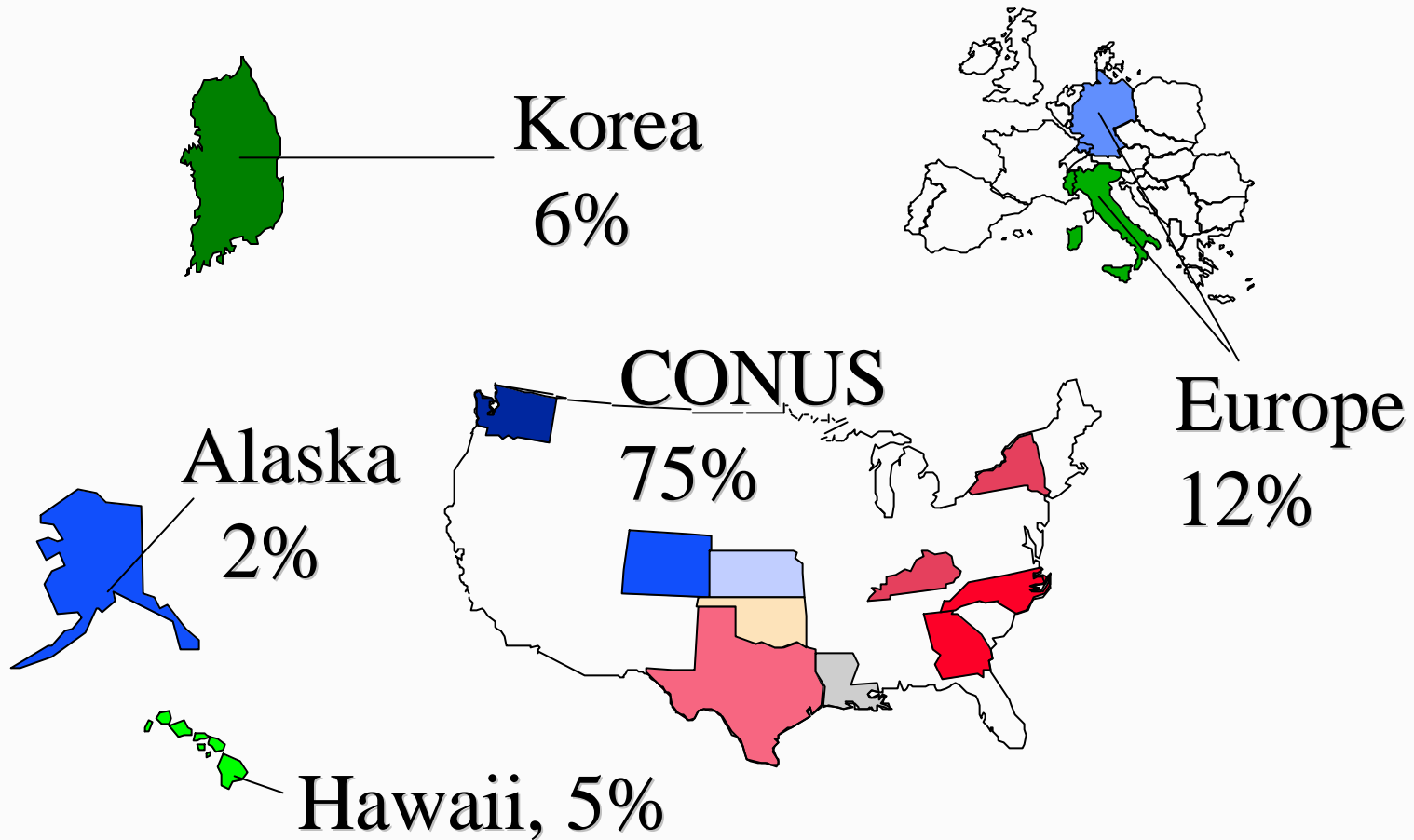
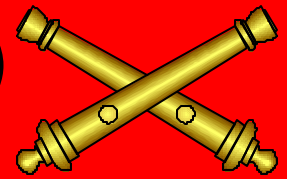
PROFESSIONAL BLUEPRINT for a SUCCESSFUL ARTILLERY CANNON CREWMEMBER 13B

RANK		PVT/SPC	SGT	SSG	SFC	MSG/1SG	SGM/CSM
Institutional Pillar		OSUT / PLDC	PLDC	BNCOC	ANCOC	USASMA	
Operational Pillar		Vehicle Driver Cannoneer Ammo SP Asst.Gunner	Gunner Ammo SGT	Section Chief	Platoon SGT Gunnery SGT Master Gunner / Asst. OPS	First Sergeant Operations SGT Intel SGT	OPS SGM / CSM FA BN-BDE- DIV-CORPS ARTY
Special Assignments		Corporal Recruiter	Recruiter Tech Insp	Drill Sergeant Recruiter Instructor Tech Insp	Drill Sergeant Recruiter/Instructor Tech Insp ROTC O-C CTC EOA AC-RC Trainer	Instructor ROTC O-C CTC IG AC-RC Trainer USAFAS	Instructor ROTC O-C CTC AC-RC Trainer USAFAS
Institutional & Special Skills		Airborne Air Assault ASI U6	Airborne Air Assault ASI U6	Airborne Air Assault ASI U6	Airborne Air Assault Battle Staff	1SG Course Battle Staff	Tactical Air OPS
Recommended Time in Assignments		Needs of the Army	Needs of the Army	24 months rated as Section Chief	24 Mos rated as PLT SGT or Gunnery SGT or MG/ASST OPS NCO	24 months rated as First Sergeant	Needs of the Army
Promotions		6 months - PV2 12 months -PFC 24 months -SPC	PZ-36months SZ-18months	PZ-84 months SZ-48 months	PZ - SZ Announced by HQDA before each board	PZ - SZ Announced by HQDA before each Board	PZ - SZ Announced by HQDA before each Board
Retention Control Point		3 Years TIS SPC -10 yrs TIS SPC(P) -15yrs TIS	15 yrs TIS SGT(P) 20 yrs TIS	20 yrs TIS SSG(P) 24 yrs TIS	24 yrs TIS SFC(P) 26 yrs TIS	26 yrs TIS MSG(P) 30 yrs TIS	30 yrs TIS CSM (nominative 3 / 4 star only) 35 yrs TIS
				APPROVAL AUTHORITY: CSM BECK, 21 OCTOBER 2002 REVIEW DATE: 21 OCTOBER 2003			



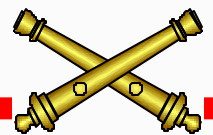
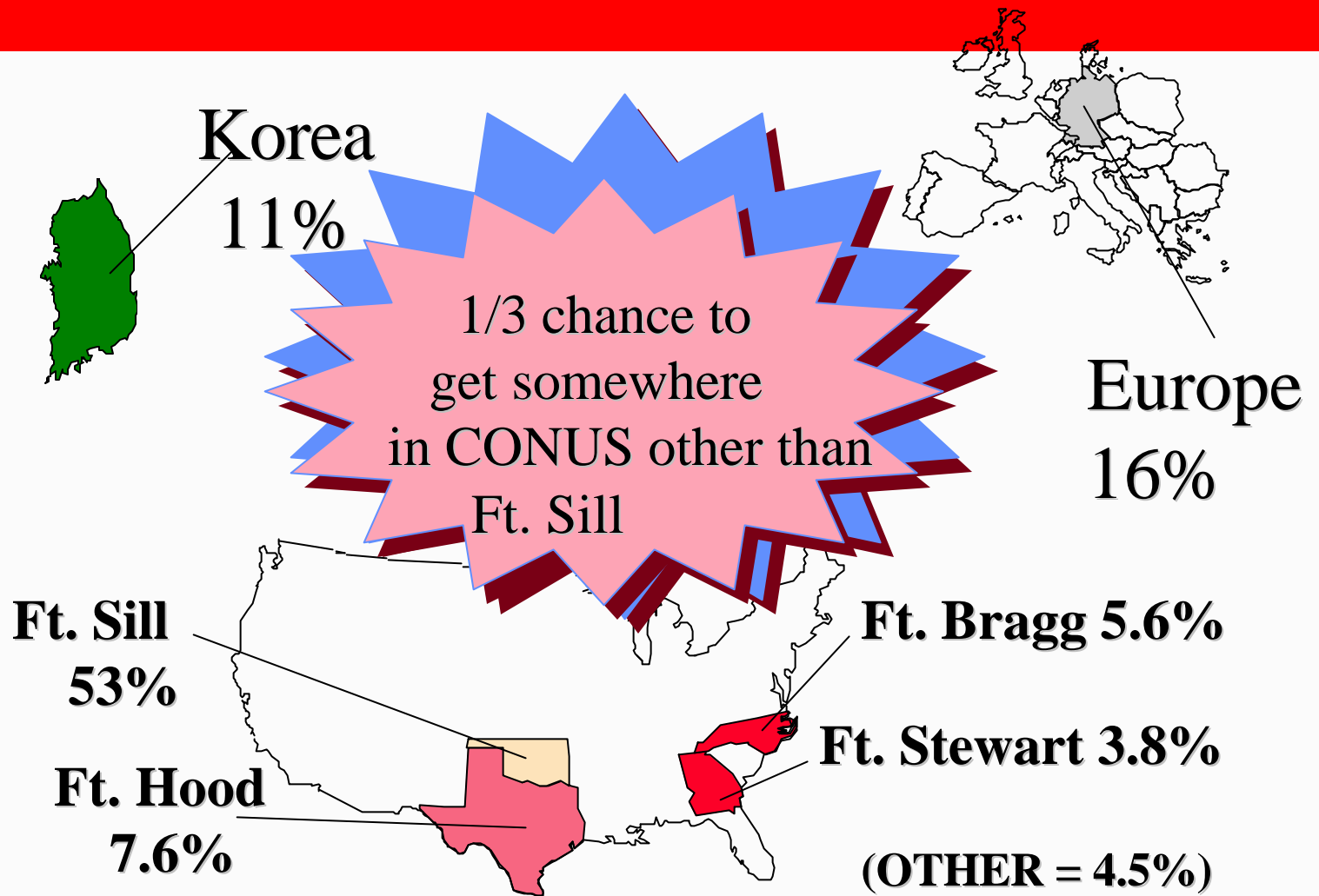
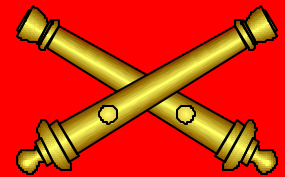
CANNON FORCES (13B/C/D/E/F)

Distribution Worldwide



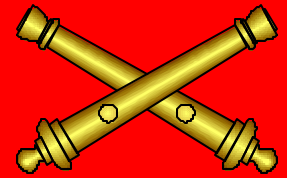


13M/P Distribution Worldwide





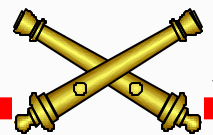
Stabilization



- Korea 24 months CONUS (FA Branch)
- Deployments (MILPO #03-179 dtd 22 May 03)
 - * 61-139 days: stabilized for 4 months
 - * 140 + days: stabilized for 12 months
 - CONUS to CONUS move at 4 months
 - CONUS to OCONUS w/dep move at 6 months
 - CONUS to OCONUS w/o dep move at 12 months

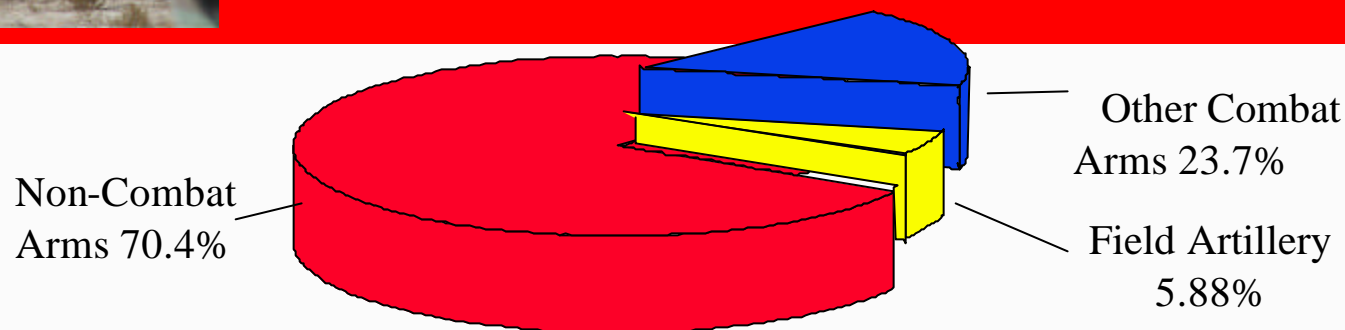
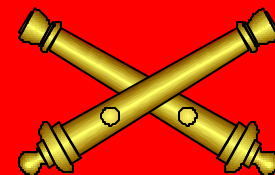


> 90 DAY RULE

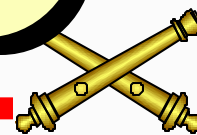




Field Artillery Inventory

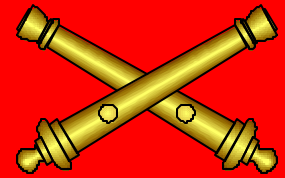


<u>MOS</u>	<u>Auth</u>	<u>Oper</u>	<u>Percent</u>
13B (Artillery Cannon Crewmember)	8,643	9082	105.0%
13D (Artillery Automated Tactical Data System)	2,559	2,659	103.9%
13F (Artillery Fire Support Specialist)	3,975	4,033	101.4%
13M (Artillery MLRS Crewmember)	2,631	2,880	109.4%
13P (Artillery MLRS Automated Tactical Data Systems SP)	1,337	1,430	106.9%
13R (Artillery Fire Finder Radar Operator)	463	573	123.7%
13S (Artillery Surveyor)	612	715	116.8%
13W (Artillery Meteorological Crewmember)	187	178	95.1%
13Z (Artillery Senior Sergeant) (MSG/SGM)	555	595	107.2%
Total CMF (Boots on the Ground)	21,038	22,238	106.0%

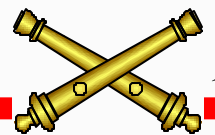
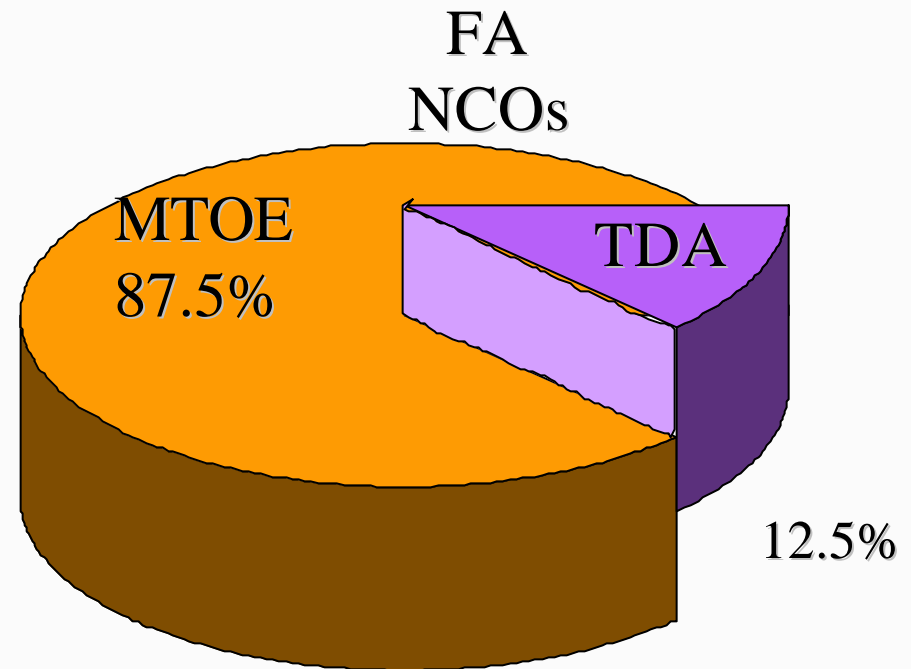




TDA Positions

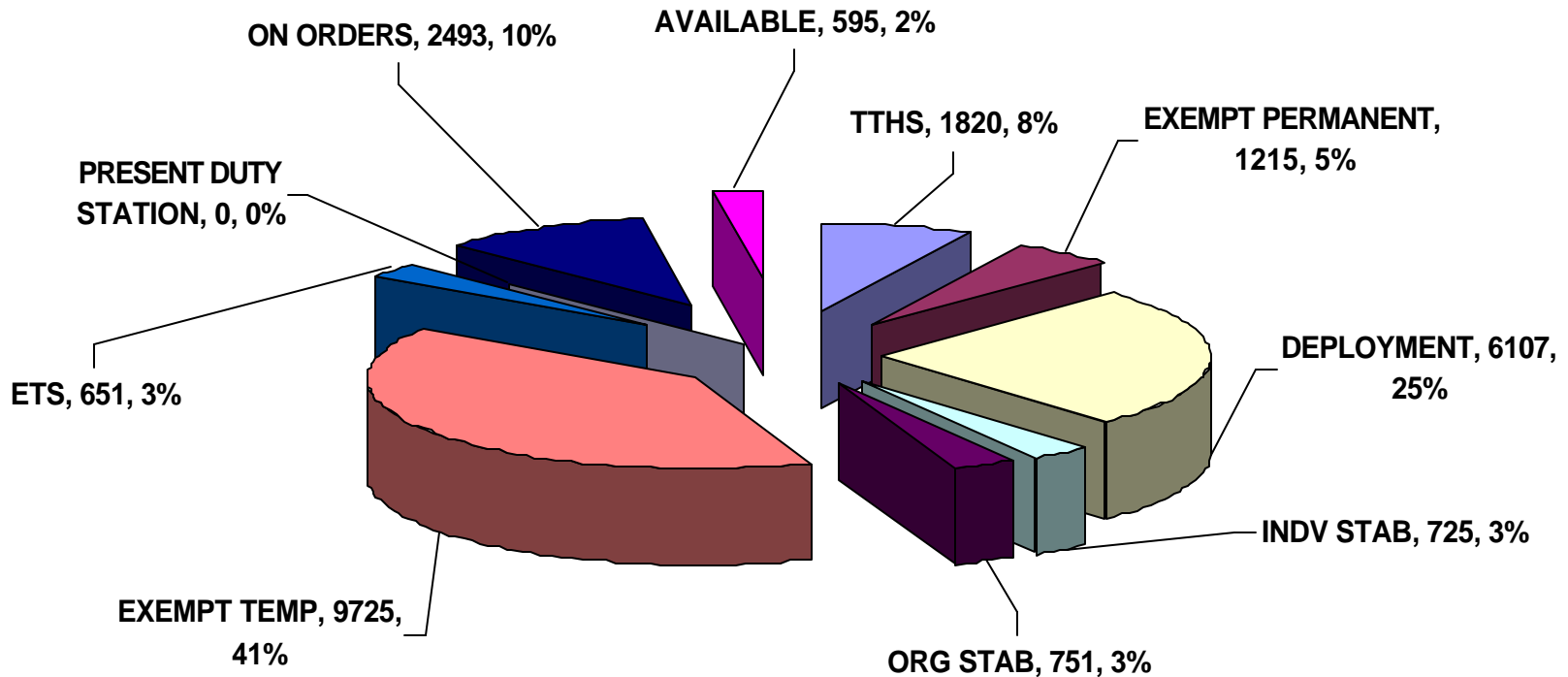
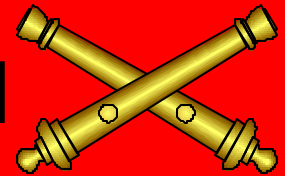


Observer-Controller: MSG, SFC, SSG
Drill Sergeant: SFC, SSG
Recruiter: SFC, SSG, SGT(P)
AC/RC: MSG, SFC, SSG
Instructor: MSG, SFC, SSG, SGT
ROTC: MSG, SFC
EO Advisor: MSG, SFC
USASMA: MSG
West Point: MSG, SFC
OSIA(DTRA): MSG, SFC, SSG





CMF 13 ELIGIBLE POPULATION



TTHS: holdovers, students, trainees, transients

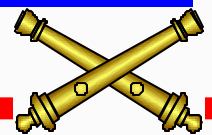
EXEMPT PERMANENT: approved WO, Bar to Reup;DCSS, first termers, RCP, Retirement, Vol Early separation/release

EXEMPT TEMPORARY: fenced units, medical, operational deletion, reclassification in process, compassionate, CONUS/OCONUS

INDIVIDUAL STABILIZATION: Drills, ISG, Instructors, High School Senior

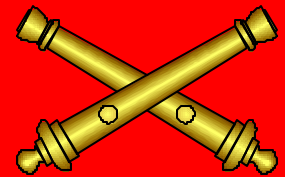
ORGANIZATIONAL STABILIZATION: Nominative, Recruiting CMD, Full time manning

**TARGET – CM+6
AS OF 9 OCT 03**





13F SHORTAGES



KOREA

SL1 =97%

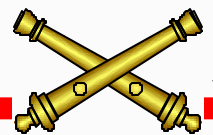
	SL1	SL2	SL3	SL4
JAN	0	7	4	1
FEB	0	7	5	5
MAR	12	14	5	5
APR	29	16	12	9

GERMANY

	SL1	SL2	SL3	SL4
JAN	46	16	4	5
FEB	52	20	7	6
MAR	61	23	10	9
APR	69	23	12	10

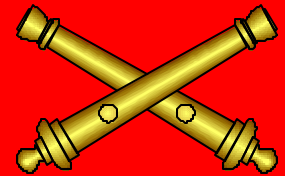
Total 98 39 24 19

April Req





13D CONVERSIONS



OCT 01

Oper. strength

13C- **542**

13D- 414

13E- **1149**

AGG- 2105

78%

OCT 02

Oper. strength

13C- **367**

13D- 931

13E- **1141**

AGG- 2439

92%

OCT 03

Oper. strength

13C- **186**

13D- 1804

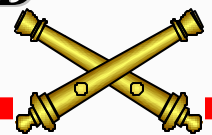
13E- **683**

AGG- 2673

104%

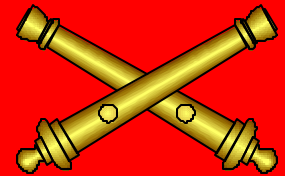
MILPER MSG #03-081 DTD 24 JAN 03, RECLASS INTO MOS 13D

MILPER MSG #03-260 DTD 23 SEP 03, RECLASS INTO MOS 13D

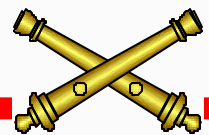




FY03 ACCESSIONS

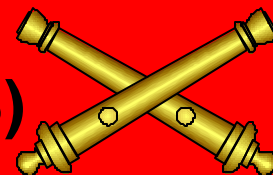


<u>MOS</u>	<u>FILL</u>	<u>TARGET</u>	<u>%</u>
13B	1613	1502	101%
13D	399	391	102%
13F	521	512	102%
13M	584	587	99%
13P	309	303	102%
13R	125	123	102%
13S	126	121	104%
13W	39	33	118%
TOTAL	3616	3572	101%





ENLISTMENT BONUS (EB) SELECTIVE REENLISTMENT BONUS (SRB)

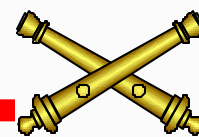


Enlistment Bonus

SRB

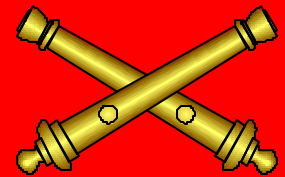
MOS	2 YR LEVEL	3 YR LEVEL	4 YR LEVEL	5 YR LEVEL	6 YR LEVEL	LEVEL
13B	\$3,000	\$4,000	\$7,000	\$10,000	\$12,000	3
13D	\$1,000	\$2,000	\$3,000	\$5,000	\$6,000	5
13F	\$2,000	\$3,000	\$5,000	\$7,000	\$8,000	4
13M	\$3,000	\$4,000	\$7,000	\$10,000	\$12,000	3
13P	\$1,000	\$2,000	\$3,000	\$5,000	\$6,000	5
13R	\$0	\$1,000	\$2,000	\$4,000	\$5,000	6
13S	\$0	\$0	\$1,000	\$2,000	\$3,000	6
13W	NA	NA	NA	NA	NA	
13Z	NA	NA	NA	NA	NA	

	SPC	SGT	SSG
13B	0	0	0
13D	0.5A	0.5A	0.5A
13F	0	0	0
13M	0	0	0
13P	0	0	0
13R	0	0	0
13S	0	0	0
13W	0	0	0
13Z	NA	NA	NA





FY03 RETENTION AS OF Aug 03



13B INITIAL 46.2%
MID-CAR 76.4%
CAREER 64.9%

13D INITIAL 49.8%
MID-CAR 80.0%
CAREER 70.1%

13F INITIAL 44.1%
MID-CAR 63.3%
CAREER 66.1%

13M INITIAL 41.0%
MID-CAR 85.5%
CAREER 56.2%

13P INITIAL 48.6%
MID-CAR 83.7%
CAREER 60.4%

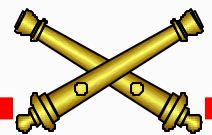
13R INITIAL 43.3%
MID-CAR 76.9%
CAREER 57.9%

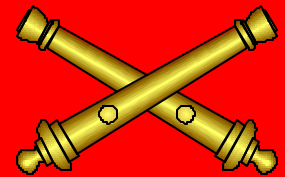
13S INITIAL 41.4%
MID-CAR 80.0%
CAREER 83.8%

13W INITIAL 46.2%
MID-CAR 69.2%
CAREER 71.4%

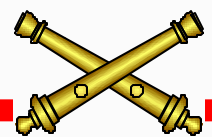
13Z CAREER 24.5%

AA INITIAL 56.8%
MID-CAR 74.3%
CAREER 60.9%



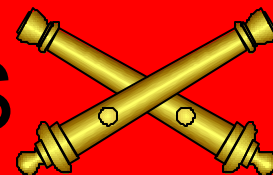


- Provides the soldier the opportunity to be more involved in his assignment future
- Allows the soldier to list accurate contact information (address, phone, e-mail) that can be viewed by his PDNCO
- **ASSIGNMENT PREFERENCE**- Allows a soldier to indicate that “if I must be reassigned, these are the locations I prefer.”
 - Limits options to realistically available duty locations by MOS.
 - Weighted toward TO&E units
- **VOLUNTEER**- Allows a soldier to indicate that “ I would like to be reassigned now to one of the locations listed.”
- Provides real time data input via the internet





CY04 PROMOTION BOARDS



Board

Date

Target Release

CY 04 MSG

3 Feb-27 Feb 04

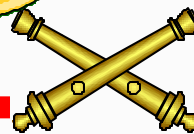
Mid May 04

CY 03 SGM/CSM

1 Oct-22 Oct 03

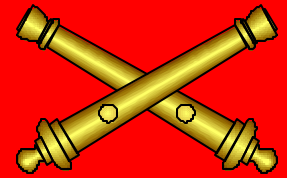
Late Jan 04

Turbulence occurs after the release of each Promotion Board

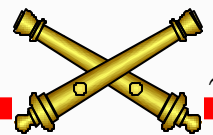




NCO-ER Rating Chain Roles

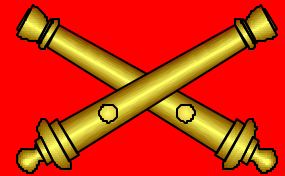


- **Rater** - Evaluate performance
- **Senior Rater** - Evaluate Potential
- **Reviewer** - Safeguards System!!
 - comments when Rater and Senior Rater disagree
 - comments when disagrees with Rater and Senior Rater

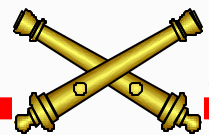




ARNG FA ENLISTED

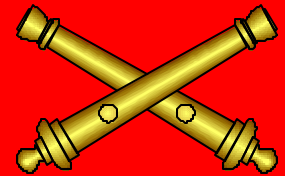


- **Conversion MOS 93F to MOS 13W “secret security clearance required”**
- **Unit conversion, Cannon to MLRS “secret security clearance required (MOS 13B to 13M)**
- **MOS 13P AIT, three classes scheduled to teach FDS during summer serge for non-AFATDS equipped units**
- **MOS 13C/13E conversion to MOS 13D (AFATDS Fielding)**
- **Unit readiness reporting of FA Fire Control MOS driver positions (can fill slots with predominate MOS)**

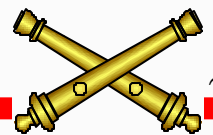




ARNG FA ENLISTED

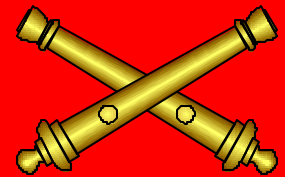


<u>MOS</u>	<u>AUTH</u>	<u>OH</u>	<u>MOSQD</u>
13B	15813	13678	11404
13C	949	844	548
13D	978	609	428
13E	2543	2097	1640
13F	4722	3198	2435

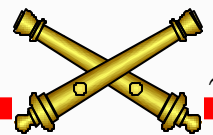




ARNG FA ENLISTED

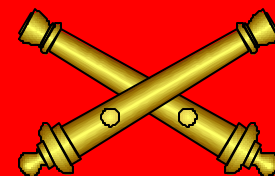


<u>MOS</u>	<u>AUTH</u>	<u>OH</u>	<u>MOSQD</u>
13M	2514	2530	1857
13P	1238	1169	744
13R	398	334	232
13S	880	771	615
13W	294	280	224
13Z	724	689	672





Contacting the Field Artillery Branch



Phone Numbers:

Commercial- (703) 325-XXXX

DSN- 221-XXXX

E-Mail Addresses:

Branch Chief- LTC Jarosz	jaroszd@hoffman.army.mil	5559
Branch SGM- SGM Johnson	johnsoh1@hoffman.army.mil	8764
13B PVT-SSG- SFC Murchison	murchison.todd@hoffman.army.mil	8881
13B SFC -MSG- MSG McGruder	james.mcgruder@hoffman.army.mil	8886
13C/D/E/R/13W- MSG Pelletier	pelletis@hoffman.army.mil	8882
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13F/13S- Vacant		7712
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